

Comparisons of Job Characteristics

Focus Occupation: [Medical and Health Services Managers \(11-9111\)](#)

Associated Occupation: [Clinical, Counseling, and School Psychologists \(19-3031\)](#)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 70

Focus Occupation: Medical and Health Services Managers (11-9111)

Associated Occupation: Clinical, Counseling, and School Psychologists (19-3031)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Therapy and Counseling	3.8	24.0	10.2	<< Extensive education and/or training may be required
Psychology	6.4	21.4	14.5	<< Extensive education and/or training may be required
English Language	11.2	17.8	17.0	0 Current knowledge level may be sufficient
Education and Training	9.2	14.8	15.1	0 Current knowledge level may be sufficient
Customer and Personal Service	11.3	13.6	17.7	>> Current knowledge level is likely more than sufficient
Sociology and Anthropology	4.1	13.4	10.9	< Expanded education and/or training may be required
Philosophy and Theology	3.2	9.0	7.2	< Expanded education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 89

Focus Occupation: Medical and Health Services Managers (11-9111)

Associated Occupation: Clinical, Counseling, and School Psychologists (19-3031)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Social Perceptiveness	9.1	18.4	12.8	<< Extensive development of skills in this area may be required
Active Listening	11.0	17.1	14.0	< A higher skill level may be required
Speaking	10.8	15.7	13.8	< A higher skill level may be required
Reading Comprehension	10.7	15.2	14.2	0 Current skill level may be sufficient
Critical Thinking	10.8	14.5	13.4	0 Current skill level may be sufficient

Writing	9.2	14.0	12.5	<	A higher skill level may be required
Judgment and Decision Making	9.4	13.0	12.8	0	Current skill level may be sufficient
Active Learning	8.7	12.6	12.0	0	Current skill level may be sufficient
Service Orientation	7.9	12.0	12.1	0	Current skill level may be sufficient
Persuasion	7.4	11.5	10.6	0	Current skill level may be sufficient
Negotiation	6.8	11.4	10.7	0	Current skill level may be sufficient
Learning Strategies	7.2	11.2	9.9	<	A higher skill level may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 98			
Focus Occupation: Medical and Health Services Managers (11-9111) Associated Occupation: Clinical, Counseling, and School Psychologists (19-3031)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	17.0	15.0	<	Some improvement in abilities may be required
Oral Expression	12.4	16.8	14.9	<	Some improvement in abilities may be required
Problem Sensitivity	11.1	16.3	14.7	<	Some improvement in abilities may be required
Written Comprehension	11.0	15.7	15.0	0	Current ability level may be sufficient
Inductive Reasoning	10.2	15.4	12.3	<	Some improvement in abilities may be required
Written Expression	9.8	15.0	14.1	0	Current ability level may be sufficient
Deductive Reasoning	10.6	14.8	13.0	<	Some improvement in abilities may be required
Speech Clarity	10.2	13.7	12.4	<	Some improvement in abilities may be required
Speech Recognition	9.9	12.8	12.0	0	Current ability level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 69
Focus Occupation: Medical and Health Services Managers (11-9111) Associated Occupation: Clinical, Counseling, and School Psychologists (19-3031)		
Work Activities	Exclusivity of Activity	
Convert information into instructional program	38	
Develop instructional materials	38	
Develop plans for programs or projects	31	
Develop policies, procedures, methods, or standards	21	

Direct and coordinate activities of workers or staff	3
Direct and coordinate treatment program activities	87
Evaluate performance of employees or contract personnel	54
Make presentations	13
Use computers to enter, access or retrieve data	3
Use public speaking techniques	13

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 79

Focus Occupation: Medical and Health Services Managers (11-9111)
Associated Occupation: Clinical, Counseling, and School Psychologists (19-3031)

Tools and Technologies	Exclusivity
Business function specific software	1
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Data management and query software	1
Diagnostic assessment and exam products for general use	21
Finance accounting and enterprise resource planning ERP software	2
Industry specific software	1
Information exchange software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.